

Results!

BEA 2003 Organizational Assessment Survey

Dear BEA staff members:

Thank you to everyone who took part in the 2003 Organizational Assessment Survey (OAS). The survey is important because it provides the foundation from which decisions are made to make BEA a better place to work.

The results for the 2003 OAS are in and I am pleased to share them with you. Your responses placed BEA among the highest-rated organizations in government. Highlights of the survey include:

- BEA ranked above the federal median in all 17 dimensions. In fact, BEA **set the benchmark high** on 12 of the 17 dimensions including diversity, strategic planning, quality of worklife, and performance measures.
- From 2002 to 2003, improvements were reported in all 17 dimensions. Some of the largest increases in favorable responses came in the three areas addressed by the 2002 BEA Change Committees: quality of worklife, training/career development, and communications.
- BEA fared well when compared with the private sector and often exceeded their scores.

These high marks are encouraging, but we will not become complacent. We again will establish working groups to examine the weaker areas and make recommendations for improvement. Please consider participating. It takes all of us, working together, to make BEA one of the best places in government to work.

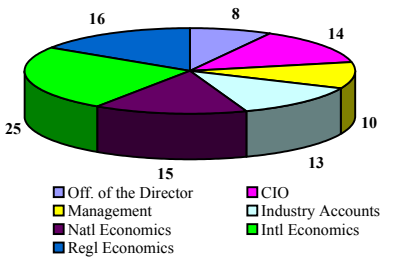
Steve Landefeld
Director

U.S. Department of Commerce

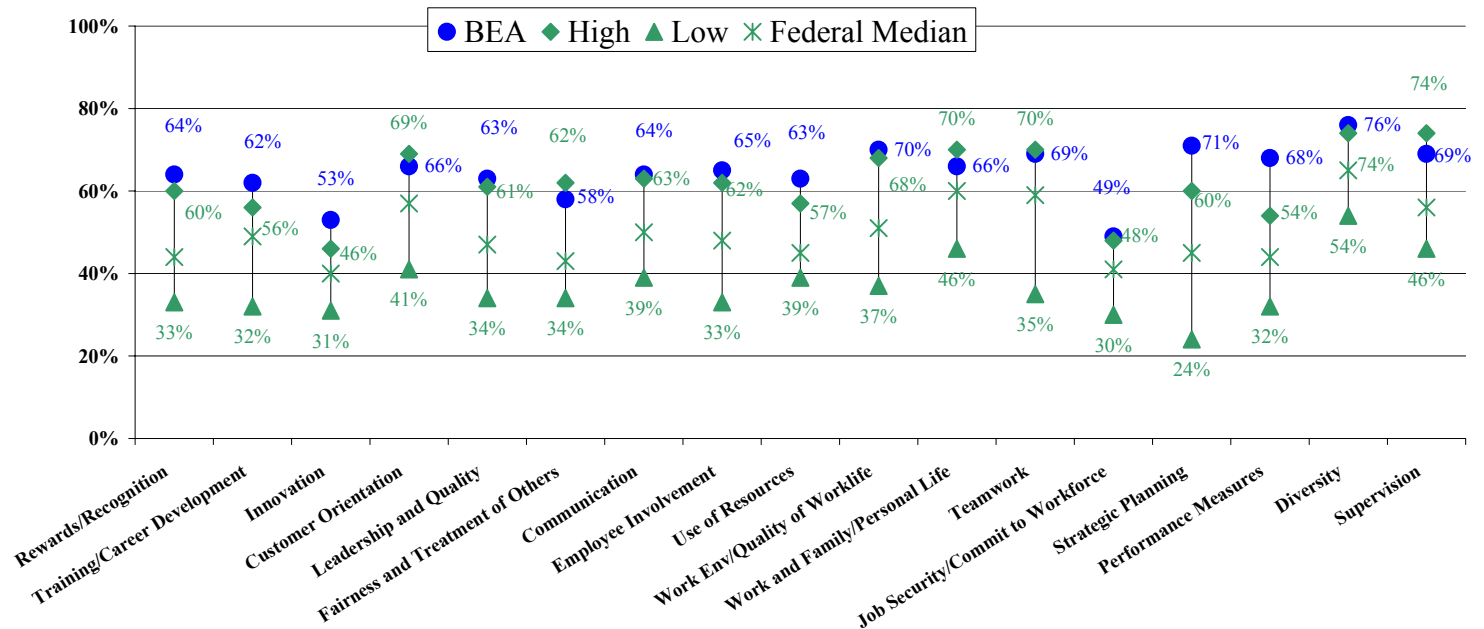


Bureau of Economic Analysis

Survey Participation by Office: 59% of all employees surveyed returned their questionnaires. The following chart shows the distribution of responding offices:



BEA and Other Federal Agencies' Benchmarks



On a Personal Note... You also said

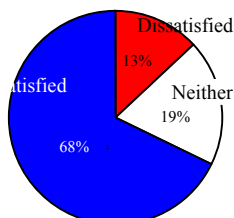
	% Favorable			% Favorable	
	BEA	Private Sector		BEA	Private Sector
The people I work with cooperate to get the job done.	84	80	I feel encouraged to come up with new and better ways of doing things.	66	66
How do you rate the organization in providing job security for people like yourself?	82	62	My work gives me a feeling of personal accomplishment.	65	73
I have enough information to do my job well.	75	70	My job makes good use of my skills and abilities.	64	70
I am given a real opportunity to improve my skills in the organization.	73	61	Sufficient effort is made to get the opinions and thinking of people who work here.	56	50
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	70	72			

Job Satisfaction

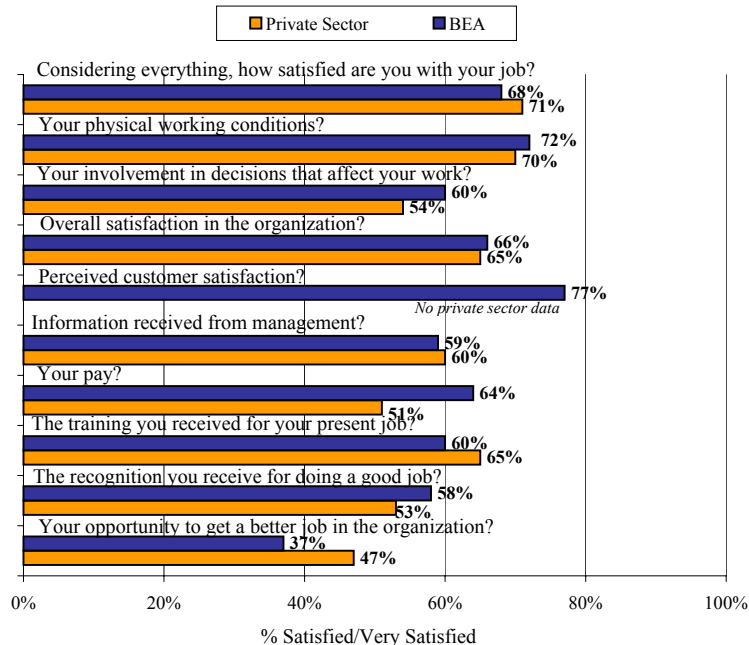
Employee Job Satisfaction is one key indicator of how well we are meeting our goals and serving our customers.

We asked, "Considering everything, how satisfied are you with your job?"

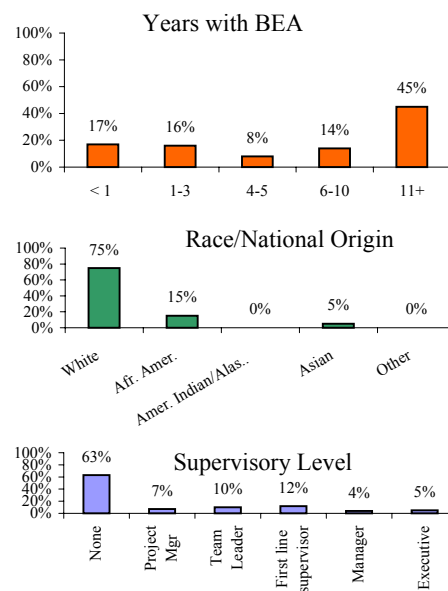
You said...



Different Facets of Job Satisfaction



Who Completed the Survey



High Fives

Here are the top five survey items--highest percentage of organization-wide agreement.

How would you rate the overall quality of work done in your work group?

86% Agreed

The people I work with cooperate to get the job done.

84% Agreed

Programs that encourage good health practices are supported (for example, fitness centers, health education programs).

84% Agreed

Customers have access to information about products and services.

83% Agreed

Employees are protected from health and safety hazards on the job.

83% Agreed

Low Fives

Here are the bottom five survey items--highest percentage of organization-wide disagreement.

Risk-taking is encouraged without fear of punishment for mistakes.

40% Disagreed

The distribution of work among employees is fair.

36% Disagreed

Supervisors/team leaders take steps to minimize work-related stress.

34% Disagreed

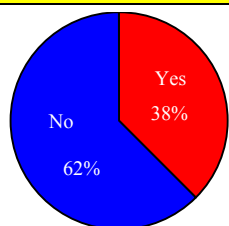
Managers are receptive to change.

31% Disagreed

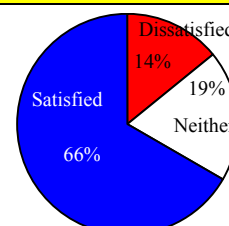
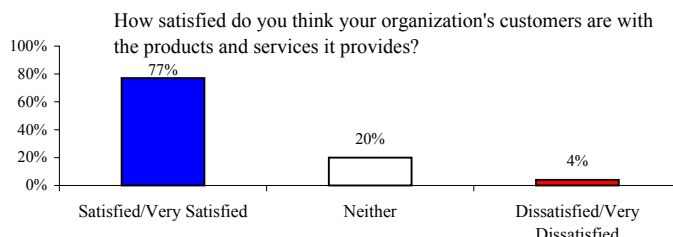
Creativity and innovation are rewarded.

29% Disagreed

ADDITIONAL ITEMS OF INTEREST



Are you considering leaving your organization?



Considering everything, how would you rate your overall satisfaction in the organization at the present time?